



HoustonBallet  
Academy

# 2020-2021

# Student Handbook

# Professional Program

Fall Semester: August 24, 2020 – January 10, 2021  
Spring Semester: January 11, 2021 – May 23, 2021

Houston Ballet Center for Dance  
601 Preston Street  
Houston, TX 77002  
Tel: (713) 523-6300  
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[HBAcademy@houstonballet.org](mailto:HBAcademy@houstonballet.org)  
<https://www.houstonballet.org/about/academy1/>

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## **HOUSTON BALLET MISSION STATEMENT**

To inspire a lasting love and appreciation for dance through artistic excellence, exhilarating performances, innovative choreography, and superb educational programs.

In furtherance of our mission, we are committed to maintaining and enhancing our status as:

- A classically trained company with a diverse repertory, whose range includes the classics, as well as contemporary works.
- A company that attracts the world's best dancers and choreographers and provides them with an environment where they can thrive and further develop the art form.
- An international company that is accessible to broad and growing local, national, and international audiences.
- A company with a world-class Academy that provides first rate instruction for professional dancers and meaningful programs for non-professional dancers.

## HOUSTON BALLET ACADEMY LEADERSHIP

**Stanton Welch**, Artistic Director, Member of the Order of Australia (AM)

**James Nelson**, Executive Director

**Melissa Bowman**, Academy Director

**Jennifer Sommers**, Director of Education

## HOUSTON BALLET ACADEMY FACULTY AND STAFF

Yahudi D. Castañeda, Academy Artistic Operations Manager (Professional)

Carla Cortez, Academy Registrar (Preschool & Pre-Professional Levels 1-10)

Molly LeBeau, Academy Recruitment Manager

Amy Pearl, Resident Advisor, Market Square Tower

Dustin Shaw, Academy Artistic Operations Coordinator (Preschool & Pre-Professional Levels 1-10)

Katie Wesche, Academy Registrar (Professional & Summer)

Megan Williams, Student Services Coordinator

Laurel Collins Wright, Academy Programs Coordinator

For additional faculty and staff please visit our website <https://www.houstonballet.org/about/academy1/staff/>

### Artistic Advisors

In order to provide the best communication possible, we assign main teachers to each Level. The assigned teacher of the student's Level is your contact for questions regarding the student's progress. The assignments are as follows:

<u>Level</u>	<u>Advisor</u>	<u>Email</u>
Pro 2, HBII Women	<b>Melissa Bowman, Academy Director</b>	<a href="mailto:MBowman@houstonballet.org">MBowman@houstonballet.org</a>
Pro 1 Women	<b>Cheryne Busch, Upper School Principal</b>	<a href="mailto:CBusch@houstonballet.org">CBusch@houstonballet.org</a>
Pro 1 & 2, HBII Men	<b>Claudio Muñoz, HBII Ballet Master</b>	<a href="mailto:CMunoz@houstonballet.org">CMunoz@houstonballet.org</a>

### Sports Medicine and Wellness Team

**Athletic Trainer:** Leanne Wonesh MS, LAT, ATC

**Strength & Conditioning Coach:** Akihiro Kawasaki

**Nutritionist:** Nikki Estep, MPH, RDN, LD

**Licensed Professional Counselor:** Kelsey Fyffe, MA, LPC

**Houston Methodist Hospital Physiotherapy Sports Medicine** began working with Houston Ballet in January of 2006. They coordinate with Houston Ballet team physician, Dr. Kevin Varner, to provide an entire team of health professionals to oversee dancer wellness including an onsite certified athletic trainer. Dancers also have access to Methodist Hospital's Center for Performing Arts Medicine.

### Academic Advisors

Nathaniel Nakadate, Academic Advisor

Judy Sprong, ESL Teacher

## ACADEMY GENERAL INFORMATION

### Academy Office Hours

Monday–Friday .....9:00am – 6:00pm

Saturday .....8:30am – 4:00pm

### Lost and Found

Lost and Found is located in the loading dock area on the first floor or at the Reception Desk should it be a valuable item.

*Please note that all items in the Lost and Found bin are discarded on a regular basis.*

### Call Boards

All students and parents/guardians should refer to the call boards for information regarding rehearsals, class schedules, and last-minute changes. The schedule will be posted on the call boards on the first floor next to the Little Brown Studio, on the third floor, and inside the Academy office. An Academy staff member must first review any document posted on the call board.

### Academy Calendar

All information relating to the Academy calendar can be found in your student portal on Classe365 or the link below:

<https://www.houstonballet.org/about/academy1/calendar/>

## ENROLLMENT

### **Professional Program**

The Professional Program is comprised of Levels Pro 1, Pro 2, and Houston Ballet II. Auditions are held in May and August for the Fall semester and in December for the Spring semester. Please refer to the Academy website for audition dates: <https://www.houstonballet.org/about/academy1/main-school/auditions/>

All students auditioning will be notified by email of their audition results. Houston Ballet Academy maintains a policy of non-discrimination regarding race, color, creed, religion, national origin, sexual preference, or non-related disability.

### **Houston Ballet II**

Houston Ballet II (HBII) is Houston Ballet's second company and a part of Houston Ballet Academy. HBII prepares students for a professional career in the field of dance. Admittance into HBII is by audition only or by artistic placement. Dancers may submit a video audition first and may then be invited to audition in person.

### **Auditioning by Video**

Please see our website for instructions on submitting an online audition:  
<https://www.houstonballet.org/about/academy1/main-school/auditions/>

## REGISTRATION AND FINANCIAL INFORMATION

### Registration Process

Registration for current students occurs twice a year. *New students may register in December for the Spring semester.*

1. In the Spring for the following Fall and Spring semesters
2. In the Winter for the Summer Programs

The Academy Registrar must receive the completed registration form and payment by the deadline shown on the student's registration email. Registration is first come, first served. Level placement will be noted in the student's registration email.

At the time of registration, a payment of the first installment of tuition and the registration fee is required to hold a student's class selection. For the Professional Program, the registration fee is \$175. Registration fees are inclusive of Spring 2021 and Summer 2021.

For the Fall semester, parents/guardians may pay tuition in one of three ways:

1. Payment in full – Discount of \$50 will apply if this is selected at the time of registration
2. Payment in two installments
3. Payment in three installments – Fee of \$20 will be applied to each installment due September and October

Fall 2020 Tuition Installment Dates:

Invoice Date	Due Date	Pay in Full	Two Installments	Three Installments
At Registration		100% (discount applied)	50%	50%
9/1/2020	9/15/2020		50%	25% + \$20
10/1/2020	10/15/2020			25% + \$20

For the Spring semester, parents/guardians may pay tuition in one of three ways:

1. Payment in full – Discount of \$50 will be applied on the November invoice. If payment is not received by November 15, 2020, plan will be switched to payment in two installments
2. Payment in two installments
3. Payment in four installments - Fee of \$20 will be applied to each installment

Spring 2021 Tuition Installment Dates:

Invoice Date	Due Date	Pay in Full	Two Installments	Four Installments
11/1/2020	11/15/2020	100% (discount applied)	50%	25% + \$20
12/1/2020	12/15/2020			25% + \$20
1/1/2021	1/15/2021			25% + \$20
2/1/2021	2/15/2021		50%	25% + \$20

A late fee of \$25 will be applied to your account if payment is not received by the posted due dates. Please note that students with delinquent accounts will not be admitted to class or be eligible to register for the next semester until their account is current.

***Tuition and fees are subject to change at any time.***

## Forms of Payment

Houston Ballet accepts checks, cashier's checks, cash, or credit cards (American Express, VISA, Mastercard, Discover).

The parent/guardian of the registered child will be responsible for ensuring the Academy Office receives payment prior to the posted due dates. Payments may be mailed, hand-delivered, completed online, or phoned-in to the Academy Office. Note: late fees will apply for any payments not received by the deadlines above.

***\*\*Please note that students with delinquent accounts will not be admitted to class or be able to register for the Summer Intensive Program or the following year until their account is current.***

## Returned Checks

A \$25 fee will be due for all checks returned for any reason. The fee must be paid in cash within one week from the time the owner of the account is notified.

## Need-Based Financial Assistance

Parents/Guardians may apply for need-based financial assistance by going to the website [HERE](#). The application process begins with the Summer Programs. Those who complete an application during the summer do not need to reapply in the Fall/Spring.

- Applications are not considered until a student has registered for Academy programs.
- Applications may take up to one month for review. Decisions will be sent by email.
- Financial assistance is not automatically renewed each year.

At any time, a student on financial assistance may be placed on probation for behavior, attitude, excessive absences, missed rehearsals, or limited progress. If HBA finds further action is required, the student's financial assistance may be revoked.

## Merit Scholarships

Merit scholarships are awarded annually by the Academy Artistic Staff. Awards are based on the student's physical and artistic ability. You may not apply for a scholarship. All full scholarship students are required to pay a \$200 scholarship fee with every registration period.

## Scholarship Donations

Students may receive outside scholarships from a variety of sources. Tuition payments made by individuals or organizations on behalf of an Academy student will be accepted but may not be considered tax-deductible donations. For more information, contact the Director of Education at [jsommers@houstonballet.org](mailto:jsommers@houstonballet.org).

Houston Ballet is dedicated to offering the highest caliber training, while keeping ballet accessible. However, tuition covers only 70% of Academy costs. Gifts from parents or guardians and other supporters are vital to ensuring every professional and non-professional dancer, despite capacity, has access to the finest instruction. If you would like to make a tax-deductible donation to Houston Ballet to assist with our annual merit scholarships, please contact Alexandra Yates at [ayates@houstonballet.com](mailto:ayates@houstonballet.com) or (713) 535-3215.

## Change of Address/Information

Parents/Guardians and students must promptly notify the Academy Registrar of any change in address or phone number. Professional Program students should contact Katie Wesche at [kwesche@houstonballet.org](mailto:kwesche@houstonballet.org).

## Refund Policy

### **TUITION AND HOUSING FEES ARE NON-REFUNDABLE.**

Should a student withdraw who has paid, the remaining tuition and all fees will be forfeited to Houston Ballet Academy. Forfeited tuition may not be considered a tax-deductible donation.



## **Withdrawal Policy**

Should a parent/guardian desire to withdraw a student prior to the end of the Academy year, the Registrar and Principal of the School must receive written notice stating the student's name and the date that the student will officially withdraw from the program. **THE PARENT/GUARDIAN WILL BE RESPONSIBLE FOR ALL TUITION PAYMENTS DUE UNTIL THE DATE THE ACADEMY OFFICE RECEIVES NOTICE OF WITHDRAWAL IN WRITING FROM THE PARENT/GUARDIAN.**

Verbal notification of withdrawal will not be accepted.

## CLASS UNIFORMS

Class attire requirements are available on our website [here](#).

### Purchasing Class Uniforms

Class leotards and boys/mens shirts can be purchased through E-Commerce store in Classe365. Follow the instructions below to access E-Commerce and purchase class uniforms.

1. Log into [Classe365](#) as a parent. To request your credentials be resent, please email [hbacademy@houstonballet.org](mailto:hbacademy@houstonballet.org).
2. Once logged onto Classe365, hover your mouse over "Modules", move your mouse to "More Modules", and click on "View Store" under E-Commerce.
3. Hover your mouse over "20-21 Class Attire" to expand the product menu by program and school. Click on the appropriate program or school to view the uniform options.
4. Click "Add to Cart" for the item to be purchased. You will be brought to a new page to select quantity and checkout. If you would like to add more items, click "Go Back".
5. To checkout, click "Checkout". On this page, you will be able to edit your shipping details
6. Click on the available payment method and click "Make Payment" to complete payment. It will ask for credit card information to submit the order.

Tights and shoes are available on multiple sites online. To have your shoes properly fitted, we recommend contacting:

Jazz Rags  
25701 Interstate 45 N #10A  
Spring, TX 77380  
281-364-1600

### Additional Requirements

- **All students will be required to wear a face mask to all in-person classes at the Center for Dance.**
  - For additional requirements please see page 22 "COVID-19 Guidelines"
- Female students must have their hair pulled back away from the face and secured neatly in a classical bun. Female students with short hair must wear a headband and secure the hair at the back. For students with textured hair that is in braids or twists, please secure hair back without loose ends and off the nape of the neck.
- Male students must have a clean-cut, traditional haircut, and no facial hair. Ponytails, barrettes, and shaved heads are unacceptable.
- Performance Hair: All men and women will be required to conform to the hair requirements for each piece performed. Their teacher will approve styles, cut, and color up to three weeks before any performance. Once approved, no changes may be made.
- Haircuts for students must be approved by the Academy Artistic Operations Manager.
- Students may not wear jewelry, other than pierced ear studs, in class or rehearsal.
- Students should not bring valuable jewelry to the Academy. The Academy is not responsible for any lost or stolen items.
- Students may not wear rubber pants, leg warmers, or sweatpants in class.
- Students should not wear dance clothes as street wear outside Houston Ballet.
- Students should not apply lotion in the studios or apply lotion to the skin on days where they will be doing floor work. Lotion and oils can create slick spots on the studio floor.

### Shoe Policy

Students who perform in Houston Ballet Company performances will receive one pair of shoes for a given number of performances. Periodically, shoe vouchers will be given to the students, and students will be responsible for purchasing their own pair of performance shoes with that voucher. HBII students will be provided one pair of performance shoes per HBII or Houston Ballet performance. The Academy and Houston Ballet do not provide class or rehearsal shoes for HBII dancers.

## ACADEMY PROCEDURES

### Class Etiquette

- Each student is expected to approach all classes with energy, enthusiasm, and the desire to learn. Students should maintain an open and responsive attitude and apply all corrections given in class and rehearsals.
- Students may not enter class late or leave class early without permission from the instructor. Injuries are caused by insufficient warm-up, and interruptions are distracting to the other students in class. If a student is more than 10 minutes late, the teacher must give permission for the student to participate in class.
- Food, drinks, and chewing gum are prohibited in the studios. Students in the Professional Program may bring water bottles into the studios, but spills must be cleaned immediately. This rule is strictly enforced for the safety of the dancers and the protection of the floors.
- Students are not permitted to play the pianos unless they have received permission by the Orchestra Manager/Music Administrator.
- Students may not talk with friends or accompanists during class.
- The Academy reserves the right to dismiss students from class for inappropriate behavior.
- Students must always be in their specified uniform.
- Parents/Guardians are not allowed in the studios for any reason without the permission of an Academy staff member. Parents, guardians, and observers must have a visitor's pass if they wish to come upstairs for an appointment with the Academy staff.

### Attendance/Absences/Make-Up Classes

All classes (including supplemental classes, such as Modern/Jazz/Body Conditioning) and rehearsals are mandatory. Students who miss a semester are required to audition for re-admission.

Students in the Professional Program are required to email [HBAcademy@houstonballet.org](mailto:HBAcademy@houstonballet.org) to report absences. Students missing more than two days of classes are required to bring in a doctor's note.

### Class Cancellations

Classes may be cancelled due to severe weather conditions. The Academy follows Houston Independent School District's closing schedule for inclement weather. The Academy will notify parents/guardians by email should classes be cancelled. Parents/Guardians should also check the website, as well as the Academy Facebook page and Classe365, for updates regarding class cancellations. Students may request a make-up due to classes missed during Academy closures.

### Emergency Procedures

In the event of a fire, an alarm will sound. Teachers will guide students out of the building, and a staff member will remain with the students until parents/guardians arrive. Parents/Guardians waiting in the lobby should exit the building immediately and wait in Sesquicentennial Park on the corner of Preston and Smith. Teachers will familiarize students with emergency procedures, such as fire, tornado, and lockdown, at the beginning of each semester.

### Hurricane Emergency Procedure

In the event of a hurricane evacuation for Harris County, Houston Ballet will be responsible for sheltering students living in Houston Ballet dormitories or in apartments/homestay without parents/guardians. All students are required to evacuate and stay at the shelter provided by Houston Ballet unless otherwise noted in advance. Houston Ballet will work with the American Red Cross to determine a safe shelter location. Students will be transported in vans and cars and be chaperoned throughout their stay. Food, water, and first-aid supplies will be provided and prepared for students. Academy staff will stay in communication with parents or guardians by email and/or telephone. A hurricane evacuation plan is included in your student's registration.

### Arriving Late to Class

Students that arrive more than 5 minutes late may not be allowed to take class.

## **Student Arrival and Departure**

Please see page 22 for our COVID-19 Arrival and Departure procedures for the Fall Semester.

## **Class Observation**

Parents/Guardians will have the opportunity to view their students live in class via Zoom. Exact schedule TBD.

## **Level Placement**

The Academy Artistic Staff determines the class placement of each student. Faculty members evaluate students on artistry, physicality, maturity and technical ability. Each student progresses at a different pace; therefore, students in the same level may be promoted at different times.

## **Evaluations**

- Students in Pro 1 and Pro 2 will have:
  - An evaluation class in the Spring semester.
  - Consultations with teachers.
  - Evaluations emailed to parents following consultations.
- Verbal consultations will also take place in December for Pro 1 and Pro 2. Pro 2 will have a variation evaluation in May.
- Houston Ballet II will have individual consultations following HBII evaluations in December.
- Students do not receive evaluations during the summer program.

## **Traditional and Distance Education**

Houston Ballet Academy has a legal responsibility and fundamental belief that all students within the Academy need to continue their education, both at the Academy and within traditional educational institutions. Houston Ballet and Houston Ballet Academy are fortunate to have relationships with online institutions to facilitate enrollment and class advancement.

Texas state law requires that students training at the Academy from outside the Houston area and who have not received a high school diploma or GED and are under the age of 18 must be continually working on their education.

## STUDENT BENEFITS

### **Athletic Trainer**

Students in the Professional Program may see the athletic trainer (AT) during designated hours free of charge. Company members' needs will be the highest priority for appointments. Hours available to Academy students are posted in the ATS Athlete Portal daily.

Students who attend **in-person classes** will see ATs in the 4th floor BC room. Students may not enter the 4th floor BC room with a confirmed appointment in the portal.

Students who attend **virtual classes** will see ATs virtually.

The AT is onsite and available for acute injuries that happen in the studio. If there is an injury that requires an AT to come to the studio, that dancer should not be moved (or move themselves) until the AT arrives.

Students in the Professional Program who are injured must have a Return to Dance Plan from the AT that indicates if the student should observe class, participate in class, or be seen by a doctor. Students are not permitted to sit out from class without a pass. If the AT is not present, the student should see the Academy office.

### **Student Wellness**

Students in the Professional Program may schedule an appointment with the Academy's Nutritionist or Counselor at their convenience and free of charge. The Nutritionist and Counselor are available on Monday mornings, and appointments are first come, first served. Students may speak to the Student Services Coordinator or the Director of Education to make an appointment.

### **Pilates**

Pilates mat classes are offered to Professional Program students as part of their weekly schedule.

### **Attending Adult Classes**

Students currently enrolled in the Professional Program may take adult classes free of charge.

### **Complimentary Tickets**

Students in the Professional Program may receive one ticket for a performance of a program if the Ticket Services Manager determines that there is enough availability. Seating is dependent on inventory available, and Houston Ballet Academy students may be seated in areas of the theater, such as grand tier or balcony.

### **Physical Education Class Credit**

Several Houston area schools recognize a student's hours spent at Houston Ballet Academy as an alternative to regular physical education classes at the school. Should your child wish to receive credit for his/her training at Houston Ballet Academy, please first contact the student's school to confirm that Houston Ballet Academy is an acknowledged program partner. Please also ask about the necessary paperwork to register the student for the program and the process for reporting grades.

A \$50.00 administrative fee will be added on student accounts for the completion of Off-Campus P.E. Credit applications. This fee will cover the entire application process for P.E. credits, which include but are not limited to completing grade reports, tracking attendance in class and finalizing necessary documents for students. The Academy will pay the annual application fee to each school district in order to approve our facility. For questions, you may contact Houston Ballet Academy's Student Services Coordinator at [MWilliams@houstonballet.org](mailto:MWilliams@houstonballet.org).

## SUMMER PROGRAMS

### Summer Intensive:

- 5-week program for students placed in Levels 5-8 for summer placement
- Summer registration will be emailed in the Winter.
- Summer placement may not align with Fall/Spring placement for the school year.

### Summer Attendance Policy:

- Partial attendance of a session is not allowed.
- Summer Level 5-8 students are required to attend the Summer Intensive Program or receive permission from their Principal to attend a different program.

### General:

- Current students do not need to audition for the Houston Ballet Summer Intensive Program. Summer registration is emailed in the Winter.
- Placement and registration for the following year will be emailed to parents in the Spring. Students who register for the following year but do not attend the Summer Program will not need to re-audition.

### **Auditioning for Other Summer Programs**

Students must obtain permission from the Academy artistic staff before attending another audition or program. Requests to attend auditions may be granted if the audition does not interfere with Houston Ballet rehearsals, performances, or the Academy's Spring Showcase. Students may contact Academy Artistic Operations Manager for a request form.

## **POLICIES AND RULES**

*This School is authorized under Federal law to enroll nonimmigrant alien students.*

### **Houston Ballet Academy Rules**

- Firearms are strictly prohibited on Houston Ballet property.
- First floor lobby and 5<sup>th</sup> floor great room will remain closed at this time.
- Students may not run in the lounge, halls, or on the stairs.
- Bicycles are not permitted inside the building. A bicycle rack is located at 601 Preston Street, and all bicycles must be securely locked.
- Only students taking class are allowed upstairs.
- Students are not permitted to attend Ballet technique or pointe classes outside of the Houston Ballet Academy.
- Students are discouraged from participating in competitions. Permission is required from the Academy Director.

### **Non-Discrimination/Non-Harassment Policy**

Houston Ballet Academy is dedicated to the treatment of all persons with respect and dignity and to providing an environment that is free from any form of discrimination or harassment. The Academy prohibits and will not tolerate harassment of any kind to or by any persons, including teachers, staff, students, parents, guardians, and any other person affiliated with or doing business with Houston Ballet Academy. This prohibition includes harassment for any unlawful discriminatory reason, such as race, gender, national origin, disability, age, or religion. This policy also prohibits actions that, while they may not be so severe or serious as to constitute harassment in a legal sense, are nevertheless commonly understood to be abusive and disrespectful of others. Accordingly, slurs, jokes, or remarks that are derogatory of a person or group's race, ethnic background, religion, gender, disability, sexual orientation, economic status, or age are considered inappropriate for the Academy's environment.

Each person is responsible for exercising his or her own good judgment to avoid engaging in conduct that may violate this policy. A person who believes himself or herself to be a victim of discrimination or harassment should report the incident to the Director of Education, Jennifer Sommers. The matter will be dealt with on a confidential basis with disclosure only to the extent necessary for fair problem resolution and only to those who have an immediate need to know.

### **Bullying Policy**

Houston Ballet Academy has a zero-tolerance policy for bullying in all forms – verbal, written, physical, and online. Should a student or group of students infringe on another student's right to an equally safe environment, they can and will be expelled from Houston Ballet. The action to expel a student is decided by the Academy Artistic Director and Director of Education.

### **Media Policy**

All media inquiries and requests for interviews and information must be referred to Houston Ballet's Public Relations department. No dancer, student, parent, guardian, teacher, employee, staff member, or other person affiliated with Houston Ballet or the Academy should speak with a member of the media about Houston Ballet, the Academy or any individual associated with either organization, on or off the record, without prior authorization from the Public Relations department. All photographs taken of Houston Ballet students during Houston Ballet classes or photo sessions are the sole property of Houston Ballet. Occasionally, students are interviewed by journalists and media crews to promote activities of the Academy and Company. Please note that there is a Photography and Media Release in your child's registration.

### **Social Media Policy**

Only those employees officially designated by Houston Ballet are authorized to speak on behalf of the Company. Unless you have received permission from the Public Relations department, you should not in any way imply that your speech is approved or adopted by Houston Ballet, or that you speak in any official capacity for the Company.

However, Houston Ballet encourages all staff, company members, students and faculty to engage with, and create content for, Houston Ballet social media pages. All active social media participants, directly or indirectly, representing the Houston Ballet brand, should be aware that Houston Ballet reserves the right to request the immediate removal of content that in any way relates to Houston Ballet, or the activities herein.

The use of material protected by copyright, trademark law, or other intellectual property rights without permission is prohibited. Examples of copyrighted material include, but are not limited to, Houston Ballet's and Houston Ballet's Academy's logos, images (including, but not limited to, photos from performances, rehearsals, [practices] and Houston Ballet events, as well as marketing collateral), performance audio recordings, performance video footage, footage filmed on Houston Ballet property (including, but not limited to, the Center for Dance, the Wortham Theater Center, and the production warehouse), costume and scenic designs, choreography, video and audio produced by Houston Ballet and Houston Ballet Academy (including, but not limited to, podcasts), and materials written by Houston Ballet or Houston Ballet Academy (including, but not limited to, text from brochures, programs, and HB's website).

### **Students/Employee Engagement on Social Networking Sites**

When using a social media site, a student may "follow," (other similar terminology used by various sites) a company member. However, a student and a company member may not engage in private communication. This policy allows students to follow the work of Houston Ballet mentors but is intended to prevent private, direct, one-on-one communication between adults and minors. Students may not 'follow', 'friend' (other similar terminology used by various sites) or engage in private communication with Houston Ballet faculty, staff, or company dancer at any time. Houston Ballet encourages parents/guardians to discuss the dangers of social media within their household.

### **Students/Employee Engagement**

- When meeting with parents/guardians or students, two staff members should always be present.
- Faculty, staff, and company members may not transport students or minors in their cars without permission from the Academy. If transport is required in a personal automobile, staff must obtain written permission from the student's parent/guardian. If a student is 18 years of age or older, no parental/guardian permission is required.
- Faculty, staff, and company members may not take students out for one on one meetings including dinner, travel, or transportation to an event.
- Faculty, staff, and company members may not engage with students over text on their personal phone. Correspondence should only take place through the organization's emails. Group texts utilized during performances, specifically for business purposes are permitted. Academy Administrative Staff should be made aware in advance.
- Academy Administrative Staff may correspond with students or minors via text only with regards to absences and for emergency purposes.
- Faculty, staff, and company members should not engage one on one with students or minors via social media platforms (e.g. Facebook, Instagram, LinkedIn, Myspace, YouTube, Flickr, Twitter, What's App, Snapchat etc.). Please reference social media policy for further details.
- Students may not use Staff or Company restrooms or dressing rooms (except during the six-week summer program, where restrooms will be clearly identified).

### **Unacceptable behaviors, whether occurring in class or outside the studio, include, but are not limited to:**

- Violation of any law or Academy rule or policy
- Failure to observe proper studio protocol
- Lying, cheating, or stealing
- Falsifying documents
- Theft (including attending Houston Ballet performances without a ticket)
- Destruction of property
- Drug or alcohol use
- Any behavior that places other students, staff, visitors, innocent bystanders, and/or self in danger



- Verbal, written, on-line, or physical harassment based on race, color, religion, sex, age, disability, sexual orientation, national origin, or appearance
- Swearing, cursing, or yelling
- Smoking or vaping anywhere on campus

### **Consequences for Unacceptable Behavior**

- Verbal or written warnings
- Suspension or dismissal from the Academy or the Center for Dance dormitory
- Early curfew and grounding at the dorm (if applicable)
- Referral to counseling
- Fines
- Probation
- Loss of scholarship or stipend (if applicable)
- Loss or suspension of privileges (such as use of equipment)

## HEALTH POLICIES

### Student Physicals

Students in Pro 1, Pro 2, and HBII are required to have a physical at the beginning of the Fall semester. Drug testing may be administered at this pre-season physical.

If a student is not in HBII and under the age of 18, a guardian or responsible adult must accompany him/her to the doctor's office or clinic. Underage international students can complete their physical in their home country using Houston Ballet Academy's physical form. Additional forms will be required, such as general medical history and orthopedic history. All health forms will be sent by the Academy.

### Medical Insurance

All students are required to be medically insured in order to dance in the Professional Program. Proof of insurance must be scanned and submitted to Megan Williams at [MWilliams@houstonballet.org](mailto:MWilliams@houstonballet.org) by August 21, 2020. Insurance should be eligible in the state of Texas, and students must have a provider within network to avoid being sent home.

International students are required to obtain health insurance through Pinnacle Student Insurance (PSI) in order to participate in the Professional Program. Coverage would begin as of August 1, 2020 and would last through July 31, 2020. Payments can be made directly to Pinnacle with a check, money order, or a credit card. *Please note that pre-existing conditions are not covered by this plan.* The Premier Silver plan offered by Pinnacle Student Insurance is an accident/sickness plan. This plan will cover more medical expenses than other leading international student insurance companies. International Students will receive a packet with more information.

### Medical Center & Pharmacies

Houston Methodist Hospital Orthopedics and Sports Medicine began working with Houston Ballet in January of 2006. They coordinate with Houston Ballet team physician, Dr. Kevin Varner, to provide an entire team of health professionals to oversee dancer wellness including an onsite certified athletic trainer. Dancers also have access to Methodist Hospital's Center for Performing Arts Medicine.

#### Houston Methodist Smith Tower at the Med Center

- a. Take the rail (South Bound) – 0.4 miles to pick up approx. 8-minute walk
  - a. Go southeast on Preston; Turn right on Main
  - b. Get off at the "Dryden/TMC" Stop (15-20 min ride on the rail)
  - c. Cross the street (left side and head North towards the Smith tower)
- b. Take the rail (North Bound)
  - a. Get off at Preston St
  - b. Head northwest on Preston towards Smith until you reach the Building

#### CVS Pharmacy – 300 Milam Street – 0.3 miles

- Monday-Friday: 7am-7pm
- Saturday: 10am-6pm
- Sunday: 10am-5pm

#### Target Pharmacy – 2580 Shearn Street – 2.5 miles

- Monday-Friday: 9am-9pm
- Saturday-Sunday: 9am-6pm

#### Walgreens Pharmacy – 950 Studemont Street – 2.6 miles

- Monday-Friday: 8am-10pm
- Saturday: 9am-6pm
- Sunday: 10am-6pm

## **Allergy Policy**

**If your child has an allergy or a medical condition which could result in a medical emergency, please make the Academy Registrar aware at the time of registration.** Please also notify the **Director of Education** and the **Academy Director** in writing at the time of registration, so that faculty members can be alerted.

HBA is not a nut-free campus. If your child carries an EpiPen, please make the office and faculty aware of where the EpiPen is kept in your child's dance bag.

All administrative and artistic staff are CPR certified; however, we do not have a medical specialist or Registered Nurse on site. Please be mindful this is a public building and we are unable to anticipate all possible scenarios that would introduce allergens to the building.

Please educate your child about their allergy – they are their own best advocate!

- Ensure he or she has the right tools
- Discuss what is okay and not okay to eat
- Review what to do in case of an allergic reaction
- Teach them the best way to teach others about their own allergy

## **Drug/Alcohol/Tobacco Policy**

Houston Ballet Academy does not allow or tolerate drug use or underage drinking. All persons involved with the Academy, including dancers, students, parents/guardians, faculty, and staff, should obey the law and refrain from providing alcoholic beverages at any location, including but not limited to private homes, to those who are not of legal age. No student under the age of 21 is permitted to smoke or vape on Academy property.

Admissions to drug/alcohol use, violation of the tobacco policy, and/or if a student is found with an illegal substance will result in the following:

- Parents/Guardians will be notified.
- Suspension from the Academy as determined by evaluation. If a student is suspended, they will be required to:
  - Participate in individual and/or group counseling (such as a Drug, Alcohol, or Tobacco Awareness Program), as recommended by evaluation. Students are responsible for all costs and transportation to and from counseling appointments.
  - Participate in random drug/alcohol screening for one calendar year upon their return to Houston Ballet.
- Expulsion from the Academy as determined by evaluation.

## **Sanctuary Policy**

To encourage students to seek help for medical emergencies involving drugs or alcohol, the Academy has instituted a "sanctuary policy." If a student determines that she/he or a friend needs immediate medical attention as a result of drug or alcohol use, the student may contact a member of the faculty or staff. Students must understand that there will necessarily be a follow-up. No disciplinary action will be taken if:

- The student is seeking aid
- The Academy knows of the problem in no other way

## **Healthy Weight Management Policy**

The Academy staff will not discuss a weight concern with a student who is under the age of 18 unless at least one parent/guardian is present, in person, or via telephone or with parental/guardian permission. If a student is 18 or older, the Academy staff will meet with the student about the weight concern, and the student's parent/guardian will be notified of the discussion via email or by phone.

The Academy faculty will not make specific recommendations regarding a student's weight. If desired, the student and parents/guardians may seek such a recommendation from a health professional. A list of resources, including doctors, nutritionists and body conditioning specialists, will be made available to the student and parents or guardians. Students

will be required to schedule a monthly meeting with the Director of Education for three to six months after the initial meeting. A student approached with an underweight concern may return to classes only with a physician's written approval.

A student will not be taken out of a level or have a scholarship or stipend revoked due to a weight issue. However, scholarship and stipend students will be re-evaluated each semester on all criteria, including maintaining a healthy weight.

Students attending pas de deux class will be assessed at the beginning of each semester. Only students at healthy dancing weight will be allowed to participate. If a student's weight or musculature presents a danger to the student or the student's partner, the student will not be allowed to complete the semester's pas de deux classes. Each student will be re-evaluated for participation at the beginning of each semester.

### **Academy Students Wellbeing Policy**

The health of our students is essential to maintaining a positive and productive environment. Houston Ballet Academy provides resources to address the physical and emotional health of students that may arise during the Academy hours or after hours. Students who encounter health issues are encouraged to reach out to any number of Academy resources, including but not limited to the Resident Dorm Supervisor, Student Services Coordinator, Academy Chaperones, Director of Education, MST Resident Advisor, Academy Nutritionist, and the Houston Methodist Athletic Trainer available onsite. Parents/Guardians who are concerned about their child's health are encouraged to contact the Academy staff for support.

Houston Ballet Academy is not responsible for administering any medications and will not administer any medications. All students are responsible for their medications on a daily/as-needed basis.

Students who become ill or injured must notify a staff member immediately. In the event that a student is ill and has not attended a doctor's appointment, it is the policy that the student must see a doctor if they do not recover within three days.

The Student Services Coordinator must be notified if the student will be missing classes. Houston Ballet staff is not available to drive or accompany students to doctors appointments.

## RELEASES

The following releases are included in your student's registration form and are required to be sign

### **Consent for Medical Treatment**

I am the parent or legal guardian of the above student (my "Child"). Additionally, I acknowledge that my Child is currently enrolled at the Houston Ballet Academy, an educational institute for dance. I understand that my Child may suffer an injury or sickness during their enrollment with the Houston Ballet Academy and immediate medical care for my Child may be necessary.

If in the judgment of any representative of the Houston Ballet Academy my Child should need immediate medical care and treatment as a result of any injury or sickness, and I cannot be reached at the telephone contact provided as the primary and/or secondary phone number to give my consent, I do hereby authorize the Houston Ballet Academy and its representatives to consent for such medical care and treatment as may be given to my Child by any health care provider, physician, nurse, athletic trainer, or school representative.

This authorization shall remain effective throughout the term of my Child's enrollment with the Houston Ballet Academy, lasting from the date of August 24, 2020 until the date of May 23, 2021, unless it is earlier revoked by me in a written notice to the Houston Ballet Academy.

### **Waiver and Assumption of Risk and Release of Liability**

I am the parent or legal guardian of the above student (my "Child"). In consideration of my Child's opportunity to participate in the dance training, educational courses, instructional classes, recreational activities, and other activities (collectively, "Activities") offered at, by, or through the Houston Ballet Academy, I, on both my and my Child's behalf and on behalf of my Child's and my heirs, agents, successors, and assigns, hereby freely and voluntarily enter into this Parent/Guardian Waiver and Assumption of Risk and Release of Liability ("Waiver") in favor of the Houston Ballet Academy, the Houston Ballet Foundation, and each of the foregoing's respective affiliates, officers, directors, managers, members, trustees, employees, representatives, agents, instructors, staff, volunteers, independent contractors, successors, and assigns (collectively, the "Houston Ballet"). Accordingly, I hereby agree and acknowledge as follows:

#### ***ASSUMPTION OF RISK AND RELEASE OF LIABILITY***

I understand that my Child may engage in Activities at, by, or through the Houston Ballet that may be hazardous, that others, including but not limited to other students, visitors, instructors, employees, staff, volunteers, independent contractors, agents, and representatives of Houston Ballet, may also be engaging in these and other potentially hazardous activities and that their actions could pose a hazard to my Child, and that there is risk of injury inherent in all of these activities. **I HEREBY SPECIFICALLY AND EXPRESSLY ASSUME THE RISK OF INJURY AND HARM TO MY CHILD RELATED TO THOSE ACTIVITIES AND ANY OTHER ACTIVITIES AT, BY, OR THROUGH THE HOUSTON BALLET, INCLUDING FOR INJURIES OR DAMAGES ARISING OUT OF OR ATTRIBUTABLE TO THE HOUSTON BALLET'S NEGLIGENCE.**

**I, FURTHER HEREBY, WAIVE, RELEASE, DISCHARGE, COVENANT NOT TO MAKE OR BRING, AND AGREE TO DEFEND, INDEMNIFY, AND HOLD HARMLESS THE HOUSTON BALLET FROM ANY AND ALL LOSSES, DAMAGES, LIABILITIES, DEFICIENCIES, CLAIMS, ACTIONS, JUDGMENTS, SETTLEMENTS, INTEREST, AWARDS, PENALTIES, FINES, COSTS, OR EXPENSES OF WHATEVER KIND, IN LAW OR IN EQUITY, WHETHER IN TORT, CONTRACT, STRICT LIABILITY OR OTHERWISE, WHETHER KNOWN OR UNKNOWN, FORESEEABLE OR UNFORESEEABLE, INCLUDING REASONABLE ATTORNEY FEES, FEES AND THE COSTS OF ENFORCING ANY RIGHT TO INDEMNIFICATION UNDER THIS AGREEMENT, AND THE COST OF PURSUING ANY INSURANCE PROVIDERS, ARISING OUT OF OR RELATED TO MY CHILD'S PARTICIPATION IN THE ACTIVITIES AND IN THE HOUSTON BALLET ACADEMY'S PROGRAM, INCLUDING FOR CLAIMS ARISING OUT OF OR ATTRIBUTABLE TO THE HOUSTON BALLET'S NEGLIGENCE (COLLECTIVELY, THE "RELEASED CLAIMS").** I understand that this Waiver discharges the Houston Ballet from any and all liability or claim that I or my Child may have against the Houston Ballet for injury, illness, death, property damage, or other loss that may result from my Child's activities with the Houston Ballet.

### **ENFORCABILITY AND SEVERABILITY**

I expressly agree that this Waiver is intended to be as broad and inclusive as permitted by the laws of the State of Texas, and that this Waiver shall be governed by and interpreted in accordance with the laws of the State of Texas. I agree that the exclusive venue for any dispute arising out of or related to this Waiver of the Released Claims is in state or federal court in Harris County, Texas. I agree that if any clause or provision of this Waiver is held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision will not otherwise affect the remaining provisions of this Waiver, which continue to be enforceable.

### **CONSENT TO PARTICIPATE**

I express consent to my Child's participation in the Houston Ballet Academy's program and all Activities, and I further consent to my child's participation in other activities such as performances in connection with such program and the Houston Ballet.

To my knowledge, my Child does not have any medical problem(s) other than those that have been disclosed in writing to the Houston Ballet. If, between this date and the beginning of the Academy season, any illness or injury should occur that may limit the student's participation, I agree to notify the school authorities of such illness or injury in writing.

I represent that my Child is not now suffering from any physical or mental disability, which prevents them from dancing. I understand that continuing to dance may result in the aggravation of previous injuries and/or sustaining new injuries. I also fully understand that any or all of the injuries sustained while my Child is participating could result in future permanent disability. I fully understand the possible consequences of dance, desire for my Child to be permitted and cleared to dance, and hereby assume the risk of the matters set forth above. I understand that, should my Child be injured during the Houston Ballet Academy programming, a full release for all activities by a doctor may be required before my Child will be allowed to resume participation in the program.

### **Medical Information Release Authorization**

I am the parent or legal guardian of the above student (my "Child"). I consent to the disclosure of my Child's health information that the health care provider has in his or her possession and voluntarily authorize and direct the health care provider for my Child to use or disclose my Child's health information during the term of this Parent/Guardian Medical Information Release Authorization (the "**Authorization**") to the:

Houston Ballet Academy  
601 Preston Street  
Houston, TX 77002

This Authorization permits the health care provider to disclose to Houston Ballet Academy my Child's information relating to any medical history, mental or physical condition, and any treatment received by my Child. This Authorization shall supersede any prior agreement that I may have made with my Child's health care provider to restrict access to or disclosure of their individually identifiable health information, and any health care provider which acts in reliance on this Authorization is hereby released from liability that may result from disclosing any of my Child's health information. I understand that once my Child's health care provider discloses my Child's health information to the Houston Ballet Academy, my Child's health care provider cannot guarantee that the recipient will not re-disclose my health information to a third party. The third-party may not be required to abide by this Authorization or applicable federal and state law governing the use and disclosure of my Child's health information.

Furthermore, I understand that I may refuse or may revoke (at any time) this Authorization for any reason and that there are no exceptions to this right to refuse or revoke. Such refusal or revocation will not affect the commencement, continuation, or quality of my Child's treatment by my Child's health care provider.

This Authorization will remain in effect until the term of my Child's engagement with the Houston Ballet Academy expires, or I provide written notice of revocation to my Child's health care provider. The revocation will be effective immediately upon my Child's health care provider's receipt of my written notice.

## COVID-19 GUIDELINES

Subject to change as needed. Houston Ballet Academy makes all decisions with the health and safety of its artists, students, and staff in mind.

For the 2020-2021 school year, families may enroll in two ways:

- 1) Hybrid: some classes at Houston Ballet Center for Dance; some classes live online
- 2) Virtual: all classes live online

Families can choose to move between the two models as they feel comfortable doing so. If community spread is uncontained in Houston, Houston Ballet Academy (HBA) reserves the right to offer Virtual classes only. Students' class schedules will remain the same in Hybrid and Virtual modes.

Families who select the Hybrid model agree to abide by the following systems and procedures that were designed to maintain a hygienic environment and mitigate spread of COVID-19 and were approved by our health partner, Houston Methodist.

### Arrival at the Center for Dance

- Students will be assigned staggered arrival and departure times.
- Late arrival is not permitted.
  - Professional Program students will arrive and depart through the Loading Dock door.



- Students must complete their HealthCheck screening prior to arrival at the Center for Dance every day.
- Students will enter the Loading Dock and use the North Stairwell (B) to go to the 3rd floor.
- Students will arrive wearing their dance attire and a face mask.
- Only students will be allowed to enter the building. Visitors (including parents) will not be allowed in the building at any time.
- Students will sanitize their hands as soon as they enter the building and before they go upstairs.
- Students will put bags/jackets/shoes in assigned studio cubbies.
- Students may not use the lockers or showers.
- Student may use the dressing room bathrooms. Only 1 student at a time should be in the bathroom.

### Departure

- Teacher, pianist, and students must sanitize their hands before leaving the studio.
- Teacher will dismiss students one at a time; students exit appropriate stairwell.
- Students line up 6 feet apart from one another using floor markers.
- Class Monitor and Security communicate via walkie talkie about parent arrival.
- Students exit one at a time.
- Parents/Guardians must pick up their dancer at assigned times.

### Classroom Expectations

- Students are required to wear a face mask at all times.
- Students are required to maintain at least 6 ft. physical distance at all times in the Center for Dance as indicated by markings in studios and throughout the building.
- Students who are unable to follow HBA COVID-19 Guidelines may be asked to take Virtual classes only.

### Managing Cases of COVID-19 at Houston Ballet

COVID-19 has proven to affect individuals differently and can cause varying symptoms with ranging levels of severity. As always, for any Houston Ballet dancer who is experiencing life threatening symptoms such as severe shortness of breath, severe chest pain, coughing up blood, bluish tinge of the lips or face, altered mental status, or continuing seizures, he or she should call 911 immediately and follow all directions given by emergency medical services dispatch.

### **Symptomatic Dancer Plan**

Any dancer who feels ill should not enter the Houston Ballet facilities including studios, locker rooms, Body Conditioning Room, etc. They should also notify the Houston Ballet HR department and contact their PCP. The Houston Ballet athletic training staff can assist with a referral to the Houston Ballet Primary Care Physician. Currently, the CDC presents the symptoms below as possible COVID-19 symptoms:

- |                             |                          |                     |
|-----------------------------|--------------------------|---------------------|
| • Aches and Pains           | • Chest Pain             | • Chills            |
| • Headache                  | • Loss of taste or smell | • Muscle Pain       |
| • Coughing                  | • Diarrhea               | • Fever above 100°F |
| • Repeated tremors/ shaking | • Shortness of Breath    | • Sore Throat       |

Any dancer who manifest with any of these symptoms or any other symptoms that the Houston Methodist Medical Team deems as concerning should adhere to and follow protocols and policies put in place by the Houston Ballet for a suspected symptomatic COVID-19 individual. A telemedicine visit should be coordinated with the dancer's PCP or the Houston Ballet Primary Care Physician for evaluation. After evaluation, the treating physician will determine all further care instructions, including any COVID-19 testing, quarantine recommendations, treatments, and follow-up visits. From there, a plan of care will be created and strictly followed by all parties involved. The athletic trainer will remain in close contact with the treating physician in order to keep them updated on any changes in the patient's status and to ensure adherence to the physician's orders. If the dancer chooses to seek treatment outside of the Houston Methodist Medical Team, they must provide hard copies of all physician's notes and any clearance for participation to the athletic trainer. Communication with all parties involved throughout this entire process is imperative for optimal outcomes to occur.



### **Confirmed (+) COVID-19 Dancer Plan**

Should a dancer test positive for COVID-19 they should follow all policies and procedures set forth by Houston Ballet regarding positive case/symptom reporting and isolation procedures. While in isolation, the dancer should the athletic trainer with regular updates via phone or other electronic means. They should follow up via telemedicine with the treating physician weekly or more frequently if an individual case warrants the need to do so. In order for a confirmed (+) COVID-19 dancer to discontinue isolation and return to the Houston Ballet facilities he or she should adhere to the recommendations below. These requirements only serve as a minimum standard and may be superseded by the recommendations given by the treating physician.

- Must be 10 days from the first day of the onset of symptoms
- Asymptomatic and without a fever for 72 consecutive hours without the use of any fever-reducing medication (e.g. acetaminophen, ibuprofen, aspirin, etc.)
- Physician clearance
  - Complete Antibody Testing
  - Complete cardiac evaluation including EKG and echocardiogram with Cardiologist

Once the above requirements are met, the dancer will be able to begin the next phase of their recovery process and enter into the return to play protocol outlined in the section, “Safe and efficient return to participation as it relates to COVID-19.”

### **Direct Contact of a Confirmed (+) COVID-19 Dancer Plan**

Should a dancer come into direct contact with an individual who has tested positive for COVID-19 they should follow all policies, and procedures set forth by Houston Ballet regarding positive case/symptom reporting and quarantine procedures. While in quarantine, the dancer should communicate regularly with the HR department and the athletic training staff via phone or other electronic means.

A “direct contact” is defined as an individual who has been within 6 feet, without a mask for 15 minutes or longer of an individual who has tested positive for COVID 19.

In order for a dancer with a confirmed direct contact of a (+) COVID-19 individual to return to Houston Ballet facilities he or she should adhere to the below requirements. These requirements only serve as a minimum standard and may be superseded by the recommendations given by the treating physician.

- Must be 14 days from the day of direct contact with positive case
- Asymptomatic and afebrile for 72 consecutive hours without the use of any antipyretic medication (e.g. acetaminophen, ibuprofen, aspirin, etc.)
- Remain asymptomatic during quarantine period

Once the above requirements are met, the dancer will be able to begin return to full workouts with a graduated activity return specific to each individual with the goal of strictly addressing de-training due to quarantine.

### **Safe and efficient return to participation as it relates to COVID-19**

In order for a confirmed (+) COVID-19 dancer to return to participation he or she must adhere to the requirements of physician clearance for exercise and a graduated return to exercise plan. These requirements only serve as a minimum standard and may be superseded by the recommendations given by the treating physician. Though an individual may feel ready as soon as symptoms disappear, the long-term effects and complications that COVID-19 have on the human body are not yet fully understood.

Early cases of COVID-19 have demonstrated definitive long-lasting effects on the cardiovascular system, respiratory system, as well as a patient’s mental health. These effects will potentially put dancers at risk as they return to activity, even if they did not present with any cardiac or respiratory abnormalities or mental health concerns prior to their illness. Therefore, an individual may require additional testing at the physician’s medical discretion and will differ on a case-by-case basis.

Once the dancer is cleared for activity, they will complete a graduated return to exercise plan.

The graduated return to exercise plan is to ensure that the dancer with COVID-19 (+) history can gradually return back to their previous activity level while mitigating potential health concerns due to returning to exercise following a prolonged period of detraining. The general return to exercise plan for dancer is as follows. It is imperative that the athletic trainer monitor the dancer for complaints of chest pain, shortness of breath, lightheadedness, etc. during each step of this plan.

*COVID-19 Return to Activity*

<b>Stage</b>	<b>Aim</b>	<b>Recommended Activity</b>
Step 1	30 min of light steady-state cardiovascular activity	Stationary bike, treadmill, brisk walking, etc. Target heart rate: 60-70% max heart rate
Step 2	30 minutes of light cardiovascular interval training	Stationary bike, jogging, etc. Target heart rate: 70-80% max heart rat
Step 3	30 minutes of modified strength and conditioning work	Weights, resistance bands, etc. Target heart rate: 80-90% max heart rate
Step 4	Unrestricted 45-minute strength and conditioning session	Weights, resistance bands, etc.
Step 5	30 minutes of Intense cardiovascular interval training	Sprinting, HIIT, Tempo Runs, etc. *Must pass conditioning test Target heart rate: 90-100% max heart rate
Step 6	Modified Class	Modified Reps, modified contact, etc
Step 7	Full Class	Full Return to Activity

Each step should be performed on its own day and the dancer should be able to tolerate each step without problems or complications before moving on to the next step. Should the dancer have trouble or not be able to complete a step, it should be repeated the following day. If the dancer continues to have complications with a particular step, a physician consult may be needed. This process is intended to safely return dancers back to activity, to ensure that they can tolerate their previous workloads after recovering from COVID-19. This plan serves as framework example and may be superseded by the recommendations given by the treating physician. After completing the process, the athletic trainer should consult with the treating physician/team physician before returning the dancer to full, unrestricted activity.

**Figure 1:** COVID-19 Return-to-Play Algorithm for Competitive Athlete and Highly Active People. COVID-19 indicates coronavirus disease 2019; hsTn, high-sensitivity troponin I; RTP, return to play. Phelan et al. *JAMA Cardiol* 2020.

